



DEPARTMENT OF THE ARMY
HEADQUARTERS, 18TH MILITARY POLICE BRIGADE
MANNHEIM, GERMANY APO AE 09058

REPLY TO
ATTENTION OF

AETV-MP-H

21 July 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: 18th Military Police Brigade Command Policy Memorandum #2, Equal Opportunity Program & Equal Opportunity Complaint Procedures

1. References:

- a. AR 600-20, Chapter 6, Equal Opportunity Program in the Army, 7 June 2006.
- b. Army in Europe Command Policy Letter #27, 18 April 2006.
- c. Army in Europe Command Policy Letter #26, Processing Equal Opportunity Complaints, 18 April 2006.
- d. 21st TSC EO and Sexual Harassment Policy Letter, 26 September 2005.
- e. V Corps Policy Memorandum #1, Equal Opportunity Program, 15 September 2004.
- f. V Corps Policy Memorandum #3, Equal Opportunity Complaint Process, 15 December 2004.

2. I will not tolerate anyone being discriminated against because of race, color, religion, gender, or national origin – period!

3. The objective of the program is simple: to create and sustain effective units by eliminating discriminatory behaviors or practices that undermine teamwork, mutual respect, and loyalty.

4. Commanders in the 18th MP BDE are personally responsible for sustaining a positive EO climate within their units. All commands will provide equal opportunity and fair treatment for all military personnel, family members, and civilians regardless of race, gender, religion, or national origin. They will provide an environment free of unlawful discrimination, offensive behaviors, sexual misconduct and harassment.

5. Members of our team must be free to report violations without fear of reprisal. Complaints should be referred to the chain of command; but they also may be made through other channels, such as the Inspector General, the Provost Marshal, Criminal

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Investigation Division, Staff Judge Advocate, Chaplain, medical agencies, or the Chief, Housing Division. EO offices provide advice and assistance to the unit; however the local commander is the unit's EO officer. Accordingly, the chain of command is the primary and preferred channel for resolving EO issues.

6. Complainants may file either an informal or formal complaint. Regardless of what type of complaint is filed, the agency that receives the complaint will tell the complainant what role the agency has, how the complaint will be processed, and will assist the commander in resolving the complaint at the lowest level possible. All complaints will be dealt with IAW provisions provided in AR 600-20.

7. If an investigation of a formal EO complaint is filed against a field grade officer or command sergeant major, the command will notify the Chief, Equal Opportunity Office. Formal complaints filed against general officers, promotable colonels, inspectors general, and high-ranking civilians will be referred through the Inspector General, to the Department of the Army Inspector General.

8. The chain of command will ensure that complainants and witnesses are protected from reprisal and retaliation. The Inspector General will investigate all threats or acts of reprisal.

9. This policy will be posted on every unit's and outlying platoon bulletin boards.

"EVER VIGILANT!"



MARK S. SPINDLER
COL, MP
Commanding

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